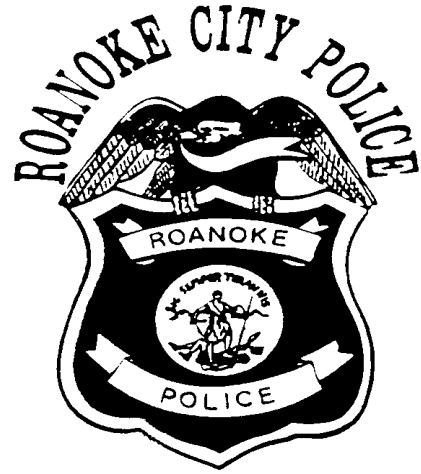


NATIONALLY ACCREDITED ** PROFESSIONAL ORGANIZATION

\$30,002.18/yr

THE CITY OF ROANOKE POLICE DEPARTMENT



IS SEEKING QUALIFIED APPLICANTS FOR THE POSITION OF POLICE OFFICER

If you want to join "Roanoke's Finest" located in the Five-Time All American City of Roanoke, Virginia, nestled in the beautiful Shenandoah Valley and surrounded by the Blue Ridge Mountains, the "Star City of the South" welcomes you. Applicants must be at least 21 years of age, have a high school diploma or GED, a good driving record, no felony convictions and be able to pass a physical examination, agility test and background investigation.

If you meet the qualifications and are ready for a challenging career with a starting salary of **\$30,002.18/YR.** "Come join our team".

WE OFFER:

- Eleven (11) paid holidays
- 25 years retirement at age 46
- Educational Reimbursement
- Group Life, Medical, Dental and Long-Term Disability Plans
- Paid Leave, Extended Illness Leave, Family Leave, and Military Leave
- Pay for authorized overtime

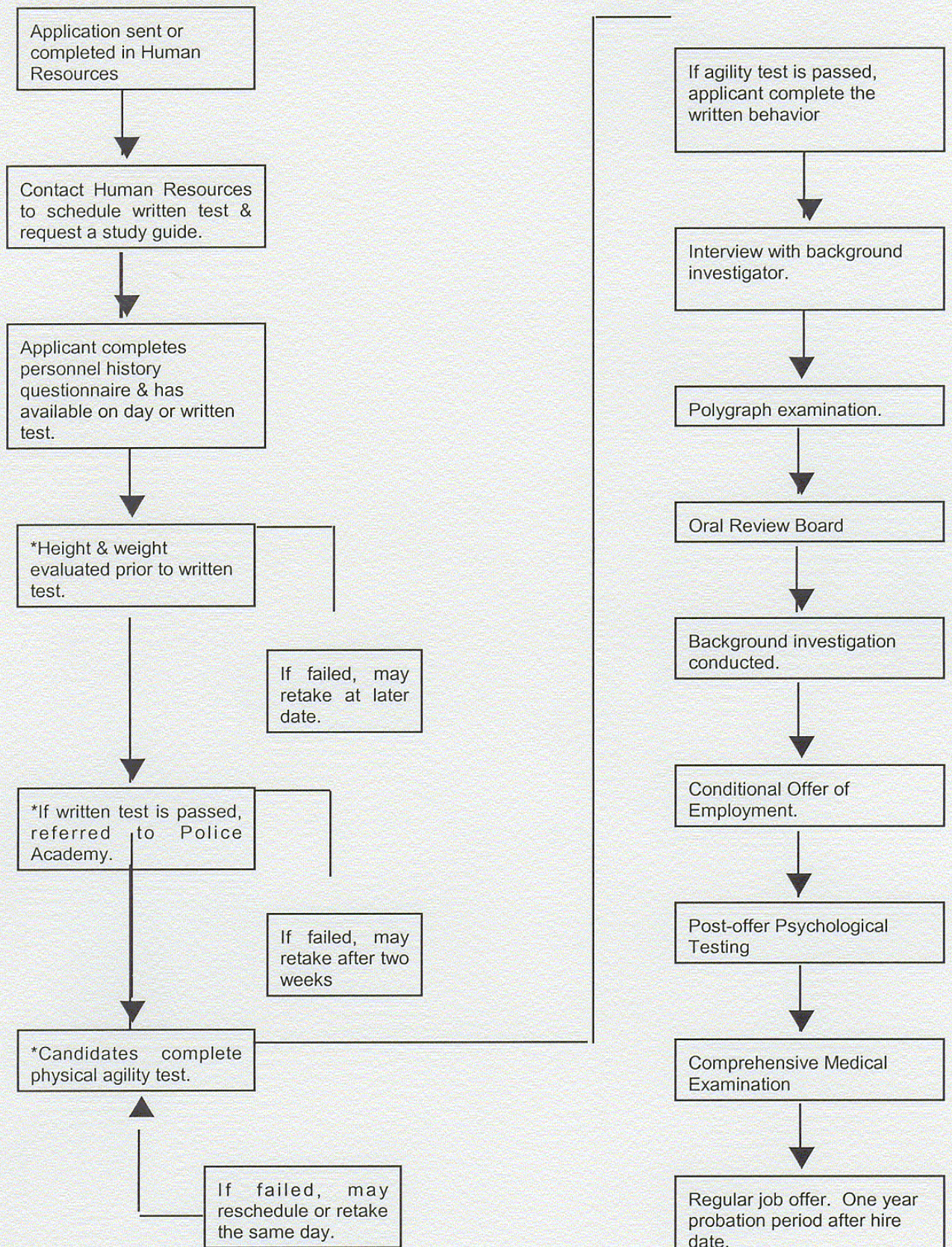
WE ARE AN EE0/AFFIRMATIVE ACTION EMPLOYER/M/F/DISABILITY

Contact the Department of Human Resources, 215 Church Ave., SW Room 207, Roanoke, Virginia 24011-1519 or call (540) 853-2231 for an application or if you are interested in the testing process. The test is given the 2nd and 4th Tuesday of each month. After returning your application, please contact Human Resources to schedule your test date.

Application Process for Police Officer Flow Chart on separate document

APPLICATION PROCESS FOR POLICE OFFICER

CITY OF ROANOKE, VIRGINIA



CITY OF ROANOKE
POLICE OFFICER REQUIREMENTS

1. Must be a citizen of the United States.
2. Must be at least 21 years of age to be hired by Academy graduation.
3. Must pass the written examination given by the Department of Human Resources; which is valid for one year from date of test.
4. There is a two week waiting period for retesting of the written examination.
5. Vision Requirement: Standard 20/30 in the better eye corrected
20/40 in the worse eye corrected
Worse than 20/60 uncorrected, must correct with
contact lenses or corrected goggles to 20/30 or greater in
the better eye or to 20/40 or greater in the worse eye.
Disqualified if uncorrected vision is 20/200 or greater in
both eyes.
6. Must be physically fit, (height and weight must be in proportion).
7. Must be a high school graduate or able to furnish documentary evidence of equivalency.
8. Must have a valid Virginia Driver's License at time of hire.
9. No police record except for minor traffic violations.
10. No criminal conviction.
11. Must pass a background investigation and Polygraph examination.
12. Good credit rating required.
13. Must successfully complete Oral Review board review.
14. Must successfully complete psychological testing and comprehensive physical to include Alcohol and Drug screening.
15. Must sign a Special Condition of Employment Agreement which requires employees to maintain good overall physical condition and disallows smoking or using tobacco products at any time.
16. Must pass agility test. If failed, agility test maybe rescheduled or retaken the same day.
17. The entire application employment process will take approximately three (3) to six (6) months to complete.

HEIGHT AND WEIGHT REQUIREMENTS

Height - No minimum height is required.

Weight - Must be in proportion to body frame. FBI Chart (listed below) will be used to determine the weight/body frame relationship. If a person fails according to the FBI Chart standards, then the test for percentage of body fat shall be used. This test uses the following criteria:

AGE:	21-27	28-39	40-49	50+
MALE	23%	25%	27%	29%
FEMALE	30%	32%	34%	34%

Applicants whose height/weight deviates from the FBI Chart and whose body fat percent is not within the recommended range will be disqualified. If the body fat test is used to determine eligibility, the base line weight will be established when the applicant is screened.

RATIONALE

The standards selected use accepted body fat content or the more traditional FBI Chart to evaluate height/weight. By doing so, the City is fair to applicants who have muscular frames (body fat content) and to applicants with more typical body frames. Both tests enable the City to eliminate candidates that are obese.

DESIRABLE WEIGHT RANGES

DESIRABLE WEIGHT RANGES							
MALES				FEMALES			
HEIGHT	SMALL FRAME	MEDIUM FRAME	LARGE FRAME	HEIGHT	SMALL FRAME	MEDIUM FRAME	LARGE FRAME
5'4"	117 - 138	123 - 149	131 - 163	5'0"	96 - 114	101 - 124	109 - 138
5'5"	120 - 142	126 - 153	134 - 167	5'1"	99 - 108	104 - 128	112 - 141
5'6"	124 - 146	130 - 157	138 - 173	5'2"	102 - 121	107 - 131	115 - 144
5'7"	128 - 151	134 - 163	143 - 178	5'3"	105 - 124	110 - 135	118 - 149
5'8"	132 - 155	138 - 167	147 - 183	5'4"	108 - 128	113 - 139	121 - 152
5'9"	136 - 161	142 - 172	151 - 187	5'5"	111 - 132	117 - 144	125 - 156
5'10"	140 - 165	146 - 177	155 - 193	5'6"	114 - 135	120 - 149	129 - 161
5'11"	144 - 169	150 - 183	160 - 198	5'7"	118 - 140	124 - 153	133 - 165
6'0"	148 - 174	154 - 188	164 - 204	5'8"	122 - 144	128 - 157	137 - 169
6'1"	152 - 179	158 - 194	169 - 209	5'9"	126 - 149	132 - 162	141 - 174
6'2"	156 - 184	163 - 199	174 - 215	5'10"	130 - 154	136 - 166	145 - 179
6'3"	160 - 188	168 - 205	178 - 220	5'11"	134 - 158	140 - 171	149 - 185
6'4"	169 - 198	178 - 216	188 - 231	6'0"	138 - 163	144 - 175	153 - 190
6'5"	174 - 204	182 - 222	192 - 238				

ROANOKE CITY POLICE DEPARTMENT

SELECTION PROCESS

DISQUALIFIERS

The following is a listing of many of the primary factors which can disqualify a police officer applicant.

A. CRIMINAL HISTORY:

1. Felony Conviction
2. Conviction of a crime involving moral turpitude (a crime involving honesty, moral conduct, etc.)
3. Conviction of a Class 1 or Class 2 misdemeanor of the Code of Virginia, or the equivalent.
4. Domestic violence conviction

B. TRAFFIC VIOLATIONS

1. Conviction of Driving Under the Influence, Refusal of Blood or Breath Analysis, Reckless Driving, Failure to Stop for Police, or any combination of hazardous driving convictions could be cause for rejection.
2. A revocation or suspension of driving privileges will be reviewed on an individual basis.

C. DRUG USE

1. Use of marijuana, cocaine, LSD, PCP or any type of illegal drug.
2. Illegal use of anabolic steroids in the past 12 months.
3. Involvement in the illegal sales of drugs.

D. OTHER

1. Dishonorable discharge from a Military Service.
2. Any other discharge less than unconditionally Honorable, shall be reviewed on an individual basis.

3. **Untruthfulness, dishonesty or withholding** of any information associated with the Applicant/Selection process for Police Officer position with the City of Roanoke.
4. A poor Credit History indicating a possible lack of responsibility shall be reviewed on a case by case basis. Debts due to medical emergencies shall be given appropriate consideration during the review.
5. Failure to appear for or to cancel a scheduled appointment in a timely manner can be grounds for removal of the applicant from the Applicant/Selection process.

Cancellations must be made at least twenty-four (24) hours prior to the scheduled appointment.

Written Entrance Examination - Human Resources Department - (540) 853-2231

All Other Appointments - Roanoke City Police Academy - (540) 853-2649

MISDEMEANOR CHARGES BY CLASS

The following is a partial list of frequently placed charges and classifications. This list is designed to give a basic understanding of the difference in classes and is not all inclusive.

CLASS 1 AND 2 MISDEMEANORS

Assault

Bad Checks (under \$200.00)

Destruction of Personal Property (Value under \$1000.00)

Discharge a Firearm in Public

Failure to Appear in Court

Gambling

Petit Larceny (under \$200.00)

Concealment of Merchandise (under \$200.00)

Misleading Police; False Report

Possession of Marijuana

Trespassing (may be reviewed on case by case basis)

Concealed Weapon

CLASS 3 AND 4 MISDEMEANORS

Abusive Language

Drinking in Public

Threats (Verbal Assault)

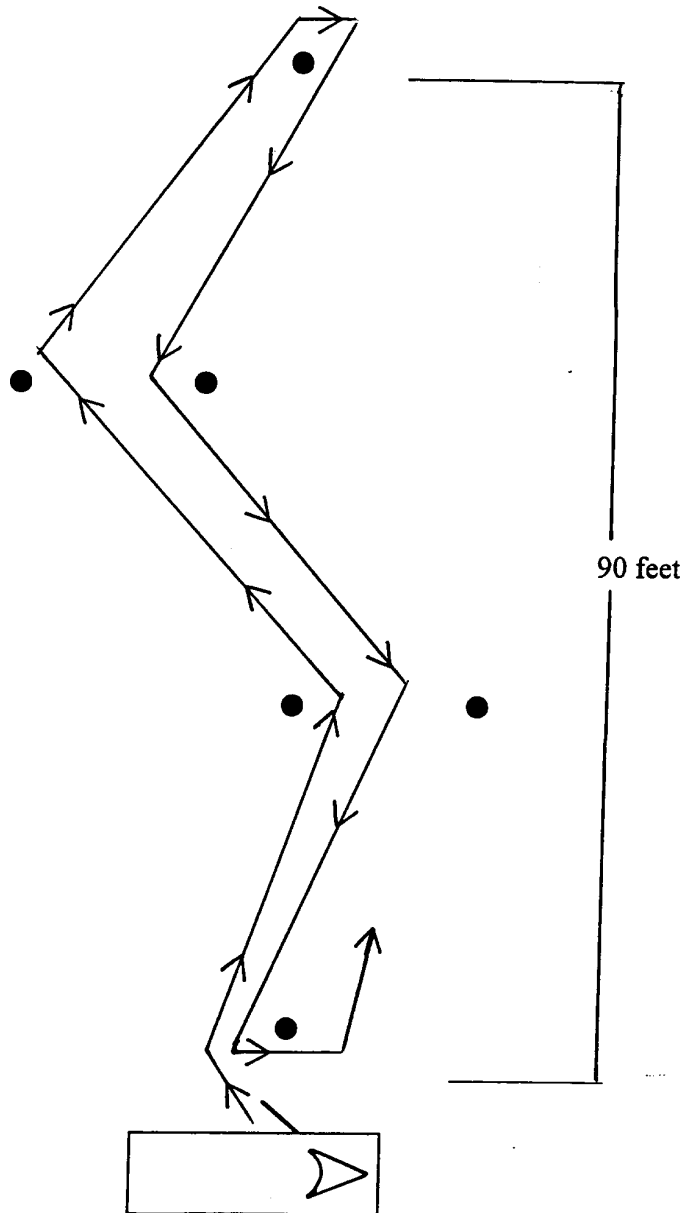
Curse and Swear in Public

Gambling

Possession of Schedule V & VI Drugs

SHUTTLE RUN

Participants are seated in a vehicle with seat belt on and hands touching the steering wheel. They will exit the vehicle on the sound of a whistle and run through and around a series of orange traffic cones as indicated below. The participant will run the length of the course a total of four times from the vehicle to end of the course for a total of 120 yards (length of course - one way 90 feet). This must be completed in 29.30 seconds or less to pass.



INSTRUCTIONS FOR PHYSICAL OBSTACLE COURSE

NOTE: If the participant fails to complete a task, the test is terminated at that point. The participant is given two restarts, with a rest period between each restart.

1. Start. The test starts when participant, wearing a weighted gun belt, is seated in a vehicle's driver seat, with the seat belt on, driver's door closed and hands on steering wheel. The participant is given a physical description of a suspect (four descriptors - any combination of type/color of shirt, jewelry, race/gender, hair and/or facial hair). The participant is given the "GO" command and the stopwatch is started
2. Run 43 feet to next task. Participant must sprint.
3. Hurdle. Hurdle three foot high obstacle (use of hands is allowed).
4. Run 32 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
5. Ditch. Jump 3 foot ditch without stepping or landing in the ditch. If participant steps into the ditch the task is not completed.
6. Run 75 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
7. Wood Fence. Climb over a 5 foot high fence. If participant is unable to go over the fence in one attempt, the task is not completed.
8. Run 32 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
9. Crawl. Crawl under an obstacle 24 inches high and 10 feet long. If participant is unable to crawl the complete distance or touches the obstacle on any side, the task is not completed.
10. Run 130 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
11. Chain Link Fence. Climb a 4 foot high chain link fence. If participant is unable to continue, the task is not completed.
12. Run 116 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
13. Stairs. Climb a standard set of 8 inch steps, climbing up the steps and over the top landing and down the opposite side. Participant will turn and go back over the steps to the point at which task was started. Participant will again turn and run back up the steps and jump off the top landing, with or without using hands. Participant must step on each step. If participant jumps over or misses a step the task is not completed. If participant is unable to climb steps and/or jump off landing, the task is not completed.
14. Run 55 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
15. Climb Through a Window. Participant must climb through an opening (window frame), 36 inches wide by 30 inches high and located 3 feet off the ground. If participant is unable to pass through the opening, the task is not completed. Participants should refrain from diving through the opening.

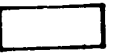
16. Run 45 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
17. Identify Suspect. Based upon description previously provided, participant must identify the proper suspect from four photographs posted at this location in one attempt. Each photograph will be labeled with a letter (A, B, C, D) and the participant must yell the correct letter of the suspect . Only one photograph will match the description given to the participant. If suspect is incorrectly identified, the task is not completed.
18. Run 45 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
19. Body drag. The participant must move a dummy, that weights 150 pounds, beyond a designated line 30 feet away. Participant must grab the stapes on the dummy and pull the dummy. The dummy can not be carried. If participant is unable to move the dummy beyond the designated line, the task is not completed.
20. Run 45 feet to next task. Participant must sprint. If participant is unable to continue, the task is not completed.
21. Run 45 feet to the end of the course. Participant must sprint. If participant is unable to continue, the task is not completed.
22. Time is stopped when the participant passes the gun drill maker.
23. If the participant's total time is in excess of 1 minute and 45 seconds, the task is not completed and only one restart will be allowed.

INSTRUCTIONS FOR WEAPON DRILL

NOTE: If the participant fails to complete a task, the test is terminated at the point. The participant is given two restarts, with a rest period between each restart.

1. The participant will perform this test while seated in the driver's seat, with the seat belt on, driver's door shut and their hands on the steering wheel. The participant will have a magazine clip and ten ammo rounds near them in the vehicle. The participant will be given the "go" command and at that time, they will take the 10 ammo rounds and load them into the magazine clip.
2. The participant will exit the vehicle, and hand the magazine clip to the instructor for approval.
3. The participant will run to the gun drill station, pick up an unloaded, semi-automatic Glock weapon from the table, take an empty magazine clip from the table and place it in the gun. The participant will place the muzzle of the gun in the stationary 6 inch diameter hole at shoulder level and squeeze the trigger until the gun's firing pin is released (dry firing). The participant will then withdraw the weapon from the hole and using the opposite hand, rack the slide. The muzzle will then be placed back into the 6 inch hole and the gun will be dry fired again. The participant will repeat this 5 times with dominant hand. At this point, the participant will change hands and the process will be repeated with the non-dominant hand. For the task to be completed, the muzzle must be in the hole when the gun is fired and removed from the hole when the slide is racked. When ten simulated rounds have been fired, the gun must be place on the table. If the participant is unable to pull the trigger, pull the slide back or if the muzzle touches the side of the hole, the task is not completed.
4. If participant's total time is ex excess of 1 minute and 15 seconds, the task is not completed and only one restart will be allowed.

start



1. 43 feet

3. 32 feet

5. 75 feet

7. 32 feet

9.



finish

21.

45 feet



19.

45 feet

17.



15.

25 feet

55 feet



13.

116 feet

11.

130 feet